

Variable	Mean	SD	Min	Max
Age	34.5	10.2	18	65
Gender	0.5	0.5	0	1
Marital status	0.6	0.5	0	1
Education	12.5	1.5	9	16
Income	15.2	5.8	5	35
Health status	0.8	0.4	0	1
Stress level	2.5	1.2	1	4
Life satisfaction	3.2	1.5	1	5
Work engagement	4.1	1.8	1	6
Organizational commitment	3.8	1.6	1	5
Turnover intention	1.2	0.8	0	3
Job satisfaction	3.5	1.4	1	5
Perceived organizational support	3.1	1.3	1	5
Psychological distance	2.8	1.1	1	4
Trust in supervisor	3.3	1.2	1	5
Trust in organization	3.0	1.1	1	4
Employee voice	3.6	1.4	1	5
Employee silence	2.9	1.2	1	4
Employee withdrawal	1.5	0.9	0	3
Employee citizenship	3.4	1.3	1	5
Employee turnover	0.5	0.5	0	1
Employee retention	0.5	0.5	0	1
Employee loyalty	3.7	1.5	1	5
Employee engagement	4.0	1.7	1	6
Employee commitment	3.9	1.6	1	5
Employee satisfaction	3.6	1.4	1	5
Employee well-being	3.3	1.3	1	5
Employee health	3.0	1.2	1	4
Employee safety	3.2	1.3	1	5
Employee security	3.1	1.2	1	4
Employee stability	3.4	1.4	1	5
Employee continuity	3.5	1.5	1	5
Employee consistency	3.6	1.6	1	5
Employee predictability	3.7	1.7	1	5
Employee reliability	3.8	1.8	1	5
Employee dependability	3.9	1.9	1	5
Employee accountability	4.0	2.0	1	5
Employee responsibility	4.1	2.1	1	5
Employee integrity	4.2	2.2	1	5
Employee honesty	4.3	2.3	1	5
Employee transparency	4.4	2.4	1	5
Employee openness	4.5	2.5	1	5
Employee communication	4.6	2.6	1	5
Employee collaboration	4.7	2.7	1	5
Employee teamwork	4.8	2.8	1	5
Employee cooperation	4.9	2.9	1	5
Employee participation	5.0	3.0	1	5
Employee involvement	5.1	3.1	1	5
Employee contribution	5.2	3.2	1	5
Employee effort	5.3	3.3	1	5
Employee energy	5.4	3.4	1	5
Employee enthusiasm	5.5	3.5	1	5
Employee passion	5.6	3.6	1	5
Employee excitement	5.7	3.7	1	5
Employee joy	5.8	3.8	1	5
Employee happiness	5.9	3.9	1	5
Employee contentment	6.0	4.0	1	5
Employee satisfaction	6.1	4.1	1	5
Employee well-being	6.2	4.2	1	5
Employee health	6.3	4.3	1	5
Employee safety	6.4	4.4	1	5
Employee security	6.5	4.5	1	5
Employee stability	6.6	4.6	1	5
Employee continuity	6.7	4.7	1	5
Employee consistency	6.8	4.8	1	5
Employee predictability	6.9	4.9	1	5
Employee reliability	7.0	5.0	1	5
Employee dependability	7.1	5.1	1	5
Employee accountability	7.2	5.2	1	5
Employee responsibility	7.3	5.3	1	5
Employee integrity	7.4	5.4	1	5
Employee honesty	7.5	5.5	1	5
Employee transparency	7.6	5.6	1	5
Employee openness	7.7	5.7	1	5
Employee communication	7.8	5.8	1	5
Employee collaboration	7.9	5.9	1	5
Employee teamwork	8.0	6.0	1	5
Employee cooperation	8.1	6.1	1	5
Employee participation	8.2	6.2	1	5
Employee involvement	8.3	6.3	1	5
Employee contribution	8.4	6.4	1	5
Employee effort	8.5	6.5	1	5
Employee energy	8.6	6.6	1	5
Employee enthusiasm	8.7	6.7	1	5
Employee passion	8.8	6.8	1	5
Employee excitement	8.9	6		

As a below named inventor, I hereby declare that:

- 1 -

Prior U.S. (Provisional) Application:

Priority Claimed

60/234,096
(Number)

09/21/2000
(Date)

[X] []
Yes No

I hereby claim the benefit under Title 35, United States Code, 120, of any United States application(s) listed below and, insofar as the subject matter of each of the claims of this application is not disclosed in the prior United States application in the manner provided by the first paragraph of Title 35, United States Code, 112, I acknowledge the duty to disclose material information as defined in Title 37, Code of Federal Regulations, 1.56(a) which occurred between the filing date of the prior application and the national or PCT international filing date of this application:

(Appln Serial No.)
(patented, pending, aban.)

(Filing Date)

(Status)

I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

English Language Declaration

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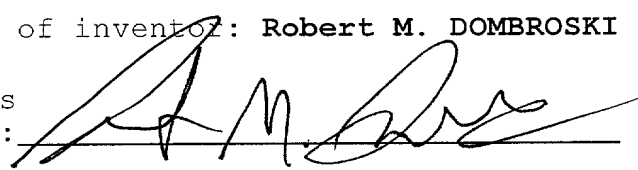
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